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23 March 1981

MEMORANDUM FOR: Director of Personnel Policy,  
Planning, and Management

25X1 FROM :   
Deputy Director for Policy, Analysis  
and Evaluation

SUBJECT : Implementation of the Overseas Pay Schedule

1. Background

a. On 18 December 1980, the previous Director of Central Intelligence approved a recommendation, prepared by the Offices of Finance and Personnel and endorsed by the Executive Committee, providing a 9.6 percent salary increase for Agency employees serving overseas. This new benefit is slated for implementation on 5 April 1981. (U)

b. The objective of the Overseas Pay Schedule is to provide a new incentive to attract and retain highly qualified personnel for overseas service. It is also anticipated that this pay increase will provide our overseas employees with compensation equitable to that now provided Foreign Service employees as a result of the Foreign Service Act of 1980. The Foreign Service pay increase was effective in February 1981 and covers employees serving both overseas and in the U.S. (U)

c. On the basis of the DCI's approval of the Overseas Pay Schedule and in response to many inquiries from employees overseas concerned with comparability between Foreign Service and Agency personnel, a cable announcing the new pay system was sent to all stations and bases on 23 December 1980. (C)

2. Discussion

Early in the planning of the new pay system it was apparent that because of the rapid development of the idea and the fact that budgets for the next year were committed to other priorities, that funding for the overseas pay would be difficult to obtain. This obstacle continues to plague the program and the alternative of delaying implementation must now be considered. (U)

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